



Department of Transformation and Shared Services  
Governor Sarah Huckabee Sanders  
Secretary Leslie Fiskens

June 17, 2024

The Honorable Breanne Davis, Co-Chairperson  
The Honorable Mark Berry, Co-Chairperson  
Uniform Personnel Classification and  
Compensation Plan Subcommittee  
Arkansas Legislative Council  
State Capitol Building, Room 315  
Little Rock, Arkansas 72201

Dear Senator Davis and Representative Berry:

The Office of Personnel Management (OPM) submits a request for the continuation of previously approved certification differentials for FY25. The requested differentials for continuation are attached.

OPM is requesting the continuation of certification differentials from ten (10) departments. The total cost for FY24 for this differential statewide was \$1,370,721.52, or an increase of \$329,876 from the previous year.

After review of the requests, OPM **recommends** the approval of the continuation of these previously approved certification differentials for FY25.

Your consideration of this request is greatly appreciated.

*Kay Bunkell*

STATE PERSONNEL DIRECTOR

*6/17/24*  
DATE

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## FY25 CERTIFICATION DIFFERENTIAL SPREADSHEET

Agency	Type of Certification	Class Code	Title	Pay Grade	Pay Range	Approved %	Estimated Cost FY24
Department of Public Safety- State Police	Pilot In Command	T003C	ASP Captain	GS13	\$77,862-\$124,190	10%	
		T007C	ASP Lieutenant	GS12	\$69,776-\$111,293	10%	
		T011C	ASP Sergeant	GS11	\$62,531-\$99,737	10%	
		T022C	ASP Corporal	GS09	\$50,222 - \$80,105	10%	
		T035C	ASP Trooper 1 <sup>st</sup> Class	GS08	\$45,010 - \$71,792	10%	
	Certified Commercial Driver's License	X179C	ASP Commercial Driver's License Examiner	GS05	\$32,405 - \$51,686	10%	\$59,866.13
Department of Public Safety- State Crime Lab	Comprehensive Criminalistics- Drug Analysis, Firearm Identification, Forensic Computer Examiner, Neuropathology Board Certification, American Board of Medicolegal Death Investigations	U094U	Crime Lab Executive Director	SE02	\$120,543 - \$172,810	10%	
		L001N	Crime Lab Direction of Medical Examination Division	MP10	\$175,620 - \$297,501	10%	
		L004N	Crime Lab Associate Medical Examiner	MP09	\$156,804 - \$265,626	10%	
		U093U	Crime Lab Asst. Director	GS13	\$77,862-\$124,190	10%	
		B019C	Forensic Administrator	GS13	\$77,862-\$124,190	10%	
		B053C	Forensic Scientist	GS08	\$45,010 - \$71,792	10%	
		B137C	Crime Lab Program Coordinator	GS07	\$40,340 - \$64,343	10%	
		B073C	Forensic Tech Supervisor	GS06	\$36,155 - \$57,668	10%	
		B094C	Forensic Technician	GS05	\$32,405 - \$51,686	10%	
		B111C	Laboratory Technician	GS05	\$32,405 - \$51,686	10%	
Department of Corrections & Community Correction	Certified Alcohol & Drug Counselor, Certified Co-occurring Disorder Professional, Licensed Alcohol & Drug Abuse Counselor, Advanced Alcohol Drug Counselor	M059C	ADC/DCC Advisor	GS05	\$32,405 - \$51,686	10%	
		M048C	Substance Abuse Program Leader	GS06	\$36,155 - \$57,668	10%	
		M046C	ADC/DCC Treatment Coordinator	GS07	\$40,340 - \$64,343	10%	
		M021C	DCC Treatment Supervisor	GS08	\$45,010 - \$71,792	10%	
		M007C	DCC Assistant Treatment Program Manager	GS08	\$45,010 - \$71,792	10%	
		M001C	DCC Treatment Administrator	GS11	\$62,531-\$99,737	10%	
Department of Human Services	American Academy of Professional Coders Certified, Professional Coder: Medical Coding; American Academy of Professional Coders, Certified Professional Coder: Dental Billing & Coding	L038C	Registered Nurse	MP01	\$63,830 - \$96,864	10%	
		L070C	Health Care Analyst	GS05	\$32,405 - \$51,686	10%	
		G152C	DHS Program Manager	GS08	\$45,010 - \$71,792	10%	
		L027C	Registered Nurse Supervisor	MP02	\$71,403 - \$109,961	10%	
		G099C	DHS Program Administrator	GS09	\$50,222 - \$80,105	10%	
		C013C	Medical Services Representative	GS06	\$36,155 - \$57,668	10%	
		L009C	Nurse Manager	MP03	\$79,879 - \$124,771	10%	
	Special Education, Institutional Specialty	E044C	Certified Bachelors Teacher	GS06	\$36,155 - \$57,668	10%	
		American Specialty Board	L008N	Physician Specialist	MP07	\$125,200- \$206,580	
	L005N		Psychiatric Specialist	MP08	\$140,109- \$234,263	10%	
	Long Term Care Facility Surveyor	L038C	Registered Nurse	MP01	\$63,830 - \$96,864	10%	
		X067C	Health Facilities Surveyor	GS08	\$45,010 - \$71,792	10%	
		G099C	DHS Program Administrator	GS09	\$50,222 - \$80,105	10%	
		L027C	Registered Nurse Supervisor	MP02	\$71,403 - \$109,961	10%	
		L009C	Nurse Manager	MP03	\$79,879 - \$124,771	10%	
L002C		Nursing Director	MP04	\$89,368 - \$141,559	10%		
Department of Health	American Specialty Board	L003N	Chief Physician Specialist	MP09	\$156,804- \$265,626	10%	
		L008N	Physician Specialist	MP07	\$125,200- \$206,580	10%	
		L025N	Senior Physician Specialist	MP08	\$140,109- \$234,263	10%	
Certified Arborist License		B080C	Forester (Arborist Certification)	GS07	\$40,340 - \$64,343	2%	
		B088C	County Forest Ranger (Arborist Certification)	GS06	\$36,155 - \$57,668	2%	

Department of Agriculture		B088C	County Forest Ranger (Explosives-Forestry)	GS06	\$36,155 - \$57,668	4%	\$8,985.95
		B098C	Forest Ranger II (Explosives-Forestry)	GS05	\$32,405 - \$51,686	4%	
	Commercial Driver's License	B101C	Natural Resources Program Technician	GS05	\$32,405 - \$51,686	5%	
Department of Military	General Law Enforcement, Intermediate Law Enforcement, Advanced Law Enforcement, Senior Law Enforcement, Police Instructor, Police Instructor (Certified Firearms Instructor), Emergency Medical Technician, Fire Instructor I, Fire Instructor II, Fire Officer I, Fire Officer II, Fire Officer III, Fire Inspector I, Fire Inspector II	T019C	Director of Public Safety	GS08	\$45,010 - \$71,792	10%	\$214,357.23
		T125C	DOM Chief of Police	GS10	\$56,039 - \$89,383	10%	
		T030C	Public Safety Commander I	GS07	\$40,340 - \$64,343	10%	
		T124C	Public Safety Police Supervisor	GS07	\$40,340 - \$64,343	10%	
		T051C	Public Safety Supervisor	GS06	\$36,155 - \$57,668	10%	
		T123C	Public Safety Police Officer	GS06	\$36,155 - \$57,668	10%	
		T067C	Public Safety Officer II	GS05	\$32,405 - \$51,686	10%	
		T055C	Public Safety Officer	GS05	\$32,405 - \$51,686	10%	
		T043C	Military Deputy Fire Chief	GS07	\$40,340 - \$64,343	10%	
		T049C	Military Firefighter Shift Leader	GS06	\$36,155 - \$57,668	10%	
		T060C	Senior Military Firefighter	GS05	\$32,405 - \$51,686	10%	
		T066C	Military Firefighter	GS05	\$32,405 - \$51,686	10%	
Department of Commerce-Bank Department	Certified Large Institution Examiner, Certified Senior Trust Examiner, Certified Examination Manager, Certified Capital Markets Examiner, Certified Fraud Examiner, Certified Information Systems Auditor, Certified Anti-Money Laundering Specialist	U086U	Bank Deputy Commissioner	SE02	\$120,543 - \$172,810	10%	\$215,184.31
		A005N	Assistant Deputy Bank Commissioner	GS15	\$96,960 - \$154,652	10%	
		A030C	Bank Certified Exam Manager	GS14	\$86,887 - \$138,585	10%	
		A039C	Certified Senior Bank Examiner	GS13	\$77,862 - \$124,190	10%	
		A018C	Bank Chief Examiner	GS14	\$86,887 - \$138,585	10%	
		G257C	Bank Chief Counsel	GS14	\$86,887 - \$138,585	10%	
		A107C	Bank Exam Manager	GS14	\$86,887 - \$138,585	10%	
Department of Education-School for the Blind	Food Service Manager, Braille Transcriptionist, Certification for Teaching the Blind/Visually Impaired Students	E044C	Certified Bachelors Teacher	GS06	\$36,155 - \$57,668	6%	\$40,707.58
		E035C	Certified Masters Teacher	GS08	\$45,010 - \$71,792	6%	
		E024C	Teacher Supervisor	GS09	\$50,222 - \$80,105	6%	
		C058C	Education Paraprofessional	GS05	\$32,405 - \$51,686	6%	
		E004C	School Principal	GS11	\$62,531 - \$99,737	6%	
Department of Education-Deaf School	EPA Refrigerant, Recycling, & Recursion Certification, Boiler Inspector	S031C	Skilled Tradesman	GS05	\$32,405 - \$51,686	4%	\$215,184.31
		Certified Facilities Director	S008C	Campus Maintenance Supervisor	GS07	\$40,340 - \$64,343	
	National School Nurse Certification	L027C	Registered Nurse Supervisor	MP02	\$71,403 - \$109,861	10%	
	Certification for teaching deaf/hard of hearing students	L042C	School Speech Pathologist	MP01	\$63,830 - \$96,864	6%	
		E026C	Education & Instruction Coordinator	GS08	\$45,010 - \$71,792	6%	
		E044C	Certified Bachelors Teacher	GS06	\$36,155 - \$57,668	6%	
		E035C	Certified Masters Teacher	GS08	\$45,010 - \$71,792	6%	
		E022C	Education & Instruction Manager	GS09	\$50,222 - \$80,105	6%	
		E025C	Education Specialist	GS09	\$50,222 - \$80,105	6%	
		E036C	Certified Masters Degree Librarian	GS09	\$50,222 - \$80,105	6%	

		E013C	Education Program Manager	GS10	\$56,039 - \$89,383	6%	
		E004C	School Principal	GS11	\$62,531-\$99,737	6%	\$68,031.78
Department of Finance and Administration	Certified Public Accountant, Certified Internal Auditor, Certified Information Systems Auditor, Certified Government Finance Manager	A054C	Tax Auditor II	GS09	\$50,222 - \$80,105	3%	
		A033C	Tax Auditor Supervisor	GS11	\$62,531-\$99,737	3%	
		A089C	Accountant I	GS07	\$40,340 - \$64,343	10%	
		A109C	DFA SEFA/CAFR Specialist	GS07	\$40,340 - \$64,343	10%	
		A059C	Tax Auditor	GS07	\$40,340 - \$64,343	10%	
		R043C	DFA Statewide Program Specialist	GS09	\$50,222 - \$80,105	10%	
		R041C	DFA Statewide Program Coordinator	GS11	\$62,531-\$99,737	10%	
		A025C	DFA Accounting CAFR Coordinator	GS12	\$69,776-\$111,293	10%	
		A006C	DFA Revenue Tax Division Manager	GS13	\$77,862-\$124,190	10%	
		R040C	DFA Statewide Program Manager	GS13	\$77,862-\$124,190	10%	
		A002C	DFA Assistant Accounting Administrator	GS15	\$96,960 - \$154,652	10%	\$135,447.79
Department of Parks, Heritage & Tourism- Department of Parks	Wastewater Operator License	S065C	Maintenance Assistant	GS05	\$32,405 - \$51,686	10%	
		S017C	Maintenance Coordinator	GS07	\$40,340 - \$64,343	10%	
		S004C	Maintenance Manager	GS08	\$45,010 - \$71,792	10%	
		S050C	Maintenance Specialist	GS05	\$32,405 - \$51,686	10%	
		S033C	Maintenance Supervisor	GS06	\$36,155 - \$57,668	10%	
		S046C	Maintenance Technician	GS05	\$32,405 - \$51,686	10%	
		B085C	Park Superintendent I	GS06	\$36,155 - \$57,668	10%	
		B071C	Park Superintendent II	GS07	\$40,340 - \$64,343	10%	
		B048C	Park Superintendent III	GS08	\$45,010 - \$71,792	10%	
		B031C	Park Superintendent IV	GS09	\$50,222 - \$80,105	10%	
		B027C	Park Superintendent V	GS10	\$56,039 - \$89,383	10%	
		S022C	Skilled Trades Supervisor	GS06	\$36,155 - \$57,668	10%	\$96,903.02

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